

IRS Limits on Benefits and Compensation

This is a summary of the various limitation adjustments that affect qualified plans for Plan Years 2004 through 2007

<u>Description:</u>	<u>2007</u>	<u>2006</u>	<u>2005</u>	<u>2004</u>	
Qualified Plan Compensation Limit	\$225,000	\$220,000	\$210,000	\$205,000	
401(k) Plan					
Maximum elective deferral limit	15,500	15,000	14,000	13,000	
Catch-up limit (age 50 and over)	5,000	5,000	4,000	3,000	
Defined Contribution					
Section 415 annual addition limit	45,000	44,000	42,000	41,000	
Defined Benefit					
Section 415 annual benefit limit	180,000	175,000	170,000	165,000	
Highly Compensated Definition					
Compensation test	100,000 *	100,000 *	95,000 *	90,000 *	
Social Security Taxable Wage Base	97,000	94,200	90,000	87,900	
DC Integration Levels (Permitted Disparity)					
5.7%	at or below . . .	19,499	18,839	17,999	17,579
4.3%	from . . .	19,500 to 78,000	18,840 to 75,360	18,000 to 72,000	17,580 to 70,320
5.4%	from . . .	78,001 to 97,499	75,361 to 74,199	72,001 to 86,999	70,321 to 87,899
5.7%	at the TWB of . . .	97,500	94,200	90,000	87,900

All of the above figures relate to the plan years beginning in the respective years, except for the 401(k) deferral limits which refer to the 401(k) deferral limits which refer to the calendar years and the defined benefit limit which is effective for any plan year ending in the respective years.

* Applies to the preceding year's compensation; may be limited to 20% of the top paid employees by plan election; 5% owners in any year are deemed to be highly compensated.